

PERS 78-4182

Approved For Release 2001/08/22 : CIA-RDP81-00142R000700060007-5

DD/A Registry

File Training 3-1

DD/A Registry

78-44740

Executive Registry

78-7554

MEMORANDUM FOR: Director of Central Intelligence
VIA: Deputy Director of Central Intelligence
FROM: John F. Blake
Deputy Director for Administration
SUBJECT: Advertising Campaign for DDO/CT Candidates
REFERENCES: (a) New York Times Advertisement
of 2 April 1978
STATINTL (b) [REDACTED] Advertising Proposal,
dated August 1978
STATINTL (c) [REDACTED]
(d) Interim DDO/CT Advertisement

STATINTL
1. Action Requested: Your approval is requested to proceed with the implementation of a research technique proposed by [REDACTED], the Agency's advertising consultant, to assist us in the recruitment of DDO Career Trainees.

2. Background:

a. In March 1978, the DDO quota for the July 1978 CT class was increased to 40 and to 60 for each of the two classes in 1979. Updated requirements information we received about the same time indicates that many of these candidates will have to come from non-academic sources. The DDO is looking for individuals who average 27 years of age, have several years of relevant work or military experience in addition to a college degree, leadership qualities, inter-personal skills, and a good foreign language aptitude.

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SUBJECT: Advertising Campaign for DDO/CT Candidates

b. Over the years, Agency components have often advertised for specific vacancies in selected media publications with good results. We decided to experiment with an advertisement for DDO/CT candidates, without so labeling them, of course. The advertising copy was prepared "in-house" and approved by the Agency Advertising Committee which is composed of representatives from the Office of Personnel, the Office of Security, and the Office of Public Affairs. The ad was placed in the New York Times business section by our advertising firm and ran on Sunday, 2 April 1978. The response to the advertisement and its resultant publicity was overwhelming. We received about 3,800 responses to the ad. Unfortunately, only about five percent were truly on target. A copy of the ad is attached (reference a).

c. We learned from this experience that advertising for DDO/CT's should be effective if the target audience is clearly defined and the ads are prepared and placed to assure relative selectivity. On 20 July 1978 a small working group headed by the Associate Deputy Director for Administration went to

discussed our problem with [REDACTED] is a medium-sized advertising firm which we have used for many years to help us format and place ads which we have prepared internally. They have provided professional services to us at a very reasonable cost.

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d. [REDACTED], the president of [REDACTED] was most responsive to our needs. He produced comprehensive proposals for a long-term advertising campaign (reference b). One proposal suggested is the use of focus groups to develop effective advertising copy.

e. The focus group approach (reference c) is a standard research technique used for many years in the advertising industry. Focus group sessions involve participants who have been selected as reasonable representatives of the target audience at which the

SUBJECT: Advertising Campaign for DDO/CT Candidates

advertising campaign will ultimately be aimed. The group discussion is directed by an experienced leader who is able to probe the feelings of and elicit reactions from the group members. A focus group session would initially involve exploratory discussions followed by a general discussion of several government agencies, including CIA, to elicit attitudes about their operations, value to the public, and desirability as potential employers. Next there would be a discussion of sources to which participants would refer when seeking employment and what elements of a recruitment advertisement would intrigue or attract them. In conclusion there would be a presentation of sample advertisements for spontaneous reaction and leader-directed discussion. At the close of the session, CIA would be identified as the client for the research project. In order to obtain optimum results from this method, six group sessions, consisting of about 10 people each, and held in two different geographic locations are desirable. The cost of the focus group research is estimated at \$28,700. We were advised that, once [REDACTED] receives our approval to proceed, the research project can be completed in about one month.

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f. Pending Agency approval and implementation of the [REDACTED] proposal, we are continuing to advertise on a regional basis for DDO/CT candidates using an interim advertisement approved by the Agency Advertising Committee. This ad is a bit more precise than our 2 April effort and is resulting in a somewhat more selective response. A copy is attached (reference d).

3. Recommendation: We have been assured that the focus group concept is a testing tool routinely used by all professional advertising agencies. Possibly, if publicized, our participation in such research could be misconstrued by the media as manipulation of the public. On balance, however, we believe that Agency participation can be honestly and forthrightly explained, and that the results from such group sessions will outweigh the risks involved. Accordingly, it is recommended that you approve our use of focus groups as a testing tool.

[Signature]
John F. Blake

SUBJECT: Advertising Campaign for DDO/CT Candidates

APPROVED: */s/ Stansfield Turner*
Director of Central Intelligence

DISAPPROVED: Director of Central Intelligence
DATE: 4 JAN 1979

Distribution:
Orig. - Return to D/Pers
2 - DDA
1 - DCI
1 - DDCI
1 - ER

/s/ WJM Janney 22 DEC 1978
Originator: Director of Personnel

WJM 4 51 bH, J3

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ADVERTISEMENT - N.Y. TIMES
APRIL 2, 1978

CIA

The Central Intelligence Agency offers challenging career opportunities for those interested in vital public service. Candidates must have:

- College degree with good academic record
- Keen interest in international affairs
- Desire and ability to serve overseas
- Foreign language aptitude
- Proven leadership abilities

Experience in living in foreign areas and 2 to 5 years relevant work experience are highly desirable.

U.S. citizenship required. Starting salary \$13,662-\$16,618. Normal U.S. Government fringe benefits. Send resume to:

Central Intelligence Agency
Dept. A, Room 821, P.O. Box 1925
Washington, D.C. 20013

*An Equal Opportunity Employer.
(Women and Minorities are encouraged to apply)*

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Central Intelligence Agency

"Young Professional" Recruitment Campaign

August, 1978

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SECTION I	THE COMMUNICATIONS PROGRAM
SECTION II	CREATIVE WORK

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SECTION I: THE COMMUNICATIONS PROGRAM

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OBJECTIVE

The objective of the "Young Professional" campaign is to recruit 60 candidates semi-annually who are qualified for inclusion in the officers training program.

TARGET MARKET

The target audience is persons between the ages of 25 and 35 who are college graduates; who have some work experience and have preferably lived abroad; and who are dissatisfied with their current employment situation and are looking for an alternative, rewarding career.

CREATIVE STRATEGY

Copy content and style is extremely important because of the unique nature of a career offering by the Central Intelligence Agency. The advertisement must provoke consideration of a CIA career by as many potentially suitable candidates as possible while it also filters out those who would be unsuitable for Agency work. It must communicate the seriousness and importance of a CIA career, while it also avoids stimulating controversial reaction from the public and the media.

The copy must, on the one hand, include all of the basic qualifications which the successful applicant must meet; include a general description of the nature of the positions offered; and also communicate the less concrete, more psychological and emotional characteristics which the CIA is seeking in the prospective candidate.

On the other hand, the copy must make reference to what a CIA career has to offer, or promise, to the applicant. It must offer the opportunity of commitment and service, of satisfaction and rewards, of security and excitement, of challenge and learning.

COPY-TESTING

Several methods of testing copy are available to insure that the final product includes and/or implies all of the elements required to reach and attract suitable candidates. We believe that copy-testing should be an integral part of implementing the "Young Professional" campaign because of its somewhat unusual nature.

Focus Groups

The most reliable research method for testing copy prior to publication is focus group sessions, for which participants are individually selected based on given criteria. The group discussion is directed by an experienced leader and a discussion outline/questionnaire is prepared prior to the sessions. This method is particularly desirable in the case of the "Young Professional" campaign because it enables one to probe the feelings of, and elicit reactions from, members of the target audience.

A focus group session would consist of two parts: Part I would be exploratory and would include a general discussion of Government Agencies (FDA, CIA, EPA, etc.) to elicit attitudes about their operations, value to the public, desirability as potential employers, etc; discussion of sources to which participants would refer when seeking employment; what elements of a recruitment advertisement would intrigue or attract them. Part II would be the presentation of sample advertisements for the "Young Professional" campaign for spontaneous reaction and leader-directed discussion.

Part I of the focus session serves two purposes. First, it would provide feedback for copywriting from the point of view of the prospective applicant

not previously considered, which would attract desirable candidates.

Second, it allows the group leader to evaluate the participants and determine those who would be objective, favorably disposed or negatively disposed to a CIA recruitment advertisement. This affords the leader the flexibility to either expose the advertising to the entire group or to select those whose responses he feels would be valid.

In order to obtain optimum results from the method, two or three group sessions, consisting of eight to ten people each, are desirable. A single session is difficult to evaluate because it does not allow for a control. The information obtained would, most likely, be revealing but it is not sufficient to make generalizations to the target market universe. Two or three sessions allow the trained researcher to evaluate and correlate group and individual reactions with greater reliability.

Due to the specific nature of the participants required, very specialized recruitment procedures are needed to assure appropriate group composition and to avoid undesirable participants. Two possible sources with whom arrangements could be made are executive placement companies and private health clubs. Some executive placement companies will allow access to their files for purposes of research. This is an ideal source of participants who may or may not currently be working, but who do have work experience. Based upon information contained in resumes we would be able to hand pick potential group members, many of whom would be intrigued by the idea of participating in a research project on recruitment procedures. Private

and ambitious persons with the energy and spirit to devote time to keeping in shape after work rather than going directly home. An arrangement could be made whereby a recruiter could approach club members to find suitable participants for the focus groups.

Each focus group can be composed of persons recruited from one source or from a combination of sources.

The sessions can be held in New York, Washington, D. C., or another location designated by the CIA, and if desired, they can be observed.

The estimated cost is \$2800 to \$3300 per session, which includes writing of topic guide/question outline; trained leader fees; written analysis of sessions; recruitment of participants; incentives to participants and sources; facilities rental; snacks for participants. For approximately \$200 additional, each session can be videotaped.

Internal Copy Testing

An informal method of testing copy is to expose the advertising to recently recruited CIA personnel to elicit their comments. This method would be most valid if utilized with employees who were recruited through past advertising in order to determine if the proposed copy would have provided greater motivation to apply or would have deterred application to the CIA. These employees might also provide feedback on what, if anything, additional should be included, or what should be excluded from the copy because it is misleading.

Split Run Advertising

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This is a method of evaluating the actual pulling power of an advertise-

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is inserted a single time. Time is allowed to receive all responses and then another version of the advertisement is inserted in the same newspaper. The two versions are then evaluated on the basis of quantity and quality of responses elicited.

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There are other research methods available to evaluate copy, such as man-in-the-street interviewing, but the nature of the "Young Professional" target audience and the need for selectivity of respondents, makes these methods unreliable.

We recommend using a combination of three testing methods. First, copy should be evaluated within the CIA, both by recently employed staff and by those who are ultimately responsible for the campaign. Copy should then be refined as suggested by CIA internal comments and presented in focus group sessions. Finally, two or three versions of the advertisements (one of which should include CIA in the headline, and one of which should not), reflecting comments from the two pre-publication testings, should be evaluated using the split-run method.

MEDIA STRATEGY AND RECOMMENDATIONS

The target audience has been defined as those persons with work experience who are seriously considering a career, or employment, change. The most efficient way of reaching this market is through the medium to which they refer first for job information - the display employment advertisements in newspapers. These advertisements are recognized as the best source of information about employment opportunities, particularly for non-technical jobs. The newspapers we are recommending have been chosen based upon population centers of industry and institutions of higher learning.

The editorial environment and reader use of consumer magazines makes them inappropriate for a recruitment campaign of this nature. In addition, advertising rates are extremely high and are not justified by the amount of waste circulation which would occur.

There are, however, two magazines which we recommend for consideration in the media schedule: MBA and Juris Doctor. Each of these magazines has a guaranteed circulation of 160,000 and is sent to young professionals between the ages of 22-39, including working professionals and graduate level students. In addition to the guaranteed circulation, the magazines are distributed to a limited number of faculty and administration on campuses, corporate executives and older attorneys. We believe that the readership of these two magazines includes a number of persons with the qualifications and the personal goals of the ideal CIA applicant.

Recommended newspapers are:

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<u>Newspaper</u>	<u>Edition/Section</u>	<u>Line Rate</u>
THE WALL STREET JOURNAL (National)	Tuesday/The Mart	\$ 18.52
THE JOURNAL OF COMMERCE	Tuesday/Back Page	\$ 2.00
BOSTON GLOBE	Sunday/Business	\$ 3.85
CHICAGO TRIBUNE	Sunday/Business	\$ 6.49
DALLAS NEWS	Sunday/Business & Finance	\$ 1.65
DETROIT NEWS	Sunday/Business	\$ 4.37
HOUSTON CHRONICLE	Sunday/Business	\$ 2.12
LOS ANGELES TIMES	Sunday/Career Opportunities	\$ 5.70
MINNEAPOLIS TRIBUNE	Sunday/Business & Finance	\$ 4.10
NEW YORK TIMES	Sunday/Business & Finance	\$ 7.50
PHILADELPHIA INQUIRER	Sunday/Career Opportunities	\$ 6.12
SAN FRANCISCO EXAMINER & CHRONICLE	Sunday/Business	\$ 4.60
SEATTLE TIMES	Sunday/Business & Finance	\$ 2.46
TULSA WORLD	Sunday/Financial	\$ 1.64
WASHINGTON POST	Sunday/Professional Opportunities	\$ 5.25

Recommended magazines are:

<u>Publication</u>	<u>Issued</u>	<u>Space</u>	<u>Rate</u>
MBA	Monthly, except combined July/Aug.	1/3 PBW or 1/6 PBW	\$960 \$492
JURIS DOCTOR	Monthly, except combined July/Aug.	1/3 PBW or 1/6 PBW	\$960 \$492

SECTION II: CREATIVE WORK

STATINTL

DATE August 2, 1978

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W. O. NO. CI-5176

PUBLICATION Newspapers

COPY FOR: CIA

ISSUE nk

HEADLINE: A career in the CIA
What's in it for you?

COPY: A whole lot more than any other career offers if...

you like public service...

to be in the thick of world events...

to travel abroad (even better you've lived abroad)...

to work alongside bright, creative dedicated people...

and you like to be paid well, have security, and generous
retirement pay.

We require that you be a U. S. citizen, have a college degree,
foreign language aptitude, be willing to live abroad, moved
around, and at times under hardship conditions.

We prefer that you have done some traveling and have two
to three years work experience. Starting salary is commen-
surate with your experience.

Having read this far, and you believe that there's "a lot in it
for you" in the CIA, and you meet our requirements, then it
would be well worth your while to send your resume to:

SIGNATURE: Central Intelligence Agency
Dept. A, Room 821, PO Box 1925
Washington, D. C. 20013

An Equal Opportunity Employer
(Women and Minorities are encouraged to apply)

Approved For Release 2001/08/22 : CIA-RDP81-00142R000700060007-5

STATINTL

DATE August 3, 1978

Release 2001/08/22 : CIA-RDP81-00142R000700060007-5

W. O. NO. CI-5176

PUBLICATION Newspapers

COPY FOR: CENTRAL INTELLIGENCE AGENCY ISSUE ms

HEADLINE: Intelligence takes a lot more than intelligence
And it gives more too.

COPY: Sure we need bright people, but we are looking for more.
We need people with drive, enthusiasm and a desire to serve.

We require a bachelor's degree and prefer people with fluency
in a foreign language. (An aptitude for linguistics may be
sufficient.) Candidates who have lived abroad and have 2-5
years of experience are preferred.

For those who measure up, and we're very selective, we
offer training that makes them well-rounded, well disciplined
and well respected.

Starting salary is from \$13, 662 to \$18, 834 (depending on ex-
perience). The positions are related to national security,
so U. S. citizenship is a must. So is a willingness to move
and live abroad.

All of the Federal employment benefits are offered and
something else, too. A real challenge.

And real satisfaction.

SIGNATURE: Send your resume to:
Central Intelligence Agency
Dept. A., Room 821
PO Box 1925
Washington, D. C. 20013

An Equal Opportunity Employer M/F
(Women and minorities are encouraged to apply)

W. O. NO. CI-5176

PUBLICATION Newspapers

COPY FOR: CENTRAL INTELLIGENCE AGENCY ISSUE ms

HEADLINE: If the challenge isn't great, neither are the rewards.

COPY: The CIA requires a very special kind of person.
Because there is a very special kind of job to be done.

For openers, a candidate should be imaginative, creative, resourceful, sensible and well-disciplined. Foreign language skills are helpful, but an aptitude towards learning languages is essential.

But above all, we require dedication.

Our job requires a bachelor's degree, and a willingness to live abroad and work in a foreign environment. It requires the ability to put up with hardship.

But what the job offers is very special.

It offers outstanding training, the opportunity to travel and a chance to serve the United States in a unique and meaningful way.

SIGNATURE: Send your resume to:
Central Intelligence Agency
Dept. A., Room 821
PO Box 1925
Washington, D. C. 20013

An Equal Opportunity Employer M/F
(Women and minorities are encouraged to apply)

STATINTL

DATE

Approved For Release 2001/08/22 : CIA-RDP81-00142R000700060007-5

CT-5176

PUBLICATION Newspapers

CENTRAL INTELLIGENCE AGENCY

ISSUE ms

COPY FOR:

HEADLINE: You make us your first commitment
and we'll make you ours.

COPY: Unlike many other jobs, the CIA requires loyalty,
dedication and commitment.

And unlike many other employers, the CIA delivers
a loyalty, dedication and commitment to you.

Not many people measure up to our standards. We are
looking for people who have lived abroad. People with
2 - 5 years of work experience. People with bachelors
degrees, drive, enthusiasm and a desire to serve.

We are looking for people who are imaginative, creative,
resourceful, sensible and well-disciplined. Fluency in
a foreign language is desired but an aptitude for language
may suffice.

Being as demanding as we are, we know the value of can-
didates who can measure up to our stringent standards.

We know they're rare.

So we treat them in a very special way. We train them in
a very special way.

If you feel that you're special and want to do something
special with your career...investigate intelligence.

SIGNATURE: Central Intelligence Agency
Dept. A., Room 821
PO Box 1925
Washington, D. C. 20013

An Equal Opportunity Employer M/F
(Women and minorities are encouraged to apply)

Approved For Release 2001/08/22 : CIA-RDP81-00142R000700060007-5

COPY FOR: CENTRAL INTELLIGENCE AGENCY ISSUE ai

HEADLINE : Open your mind
to the CIA.

COPY: Few "jobs" offer you the satisfaction of a career with the Central Intelligence Agency. You are at the hub of world events. You work with dedicated people in other fascinating fields. You are part of a highly-motivated organization that is vital to our country and our policy-makers. You are paid well and you retire on a generous and secure income.

In turn, we expect more than the ordinary "worker". You should be people-oriented, have drive and enthusiasm for service. You must have a Bachelor's degree and a good academic record. If required, you should be willing to live and work abroad in a foreign environment, at times under conditions of hardship. While fluency in a foreign language is desirable, if you score well on a foreign language aptitude test and are willing to study a language, it will be acceptable. Preference is given to those who have lived abroad and have 2 to 5 years' work experience in a given field.

Starting salary commensurate with experience. Normal U.S. Government fringe benefits, U. S. citizenship required. Applicants will be investigated to determine eligibility for security clearances. Send resume to:

Central Intelligence Agency
Dept. A, Room 821, PO Box 1925
Washington, D. C. 20013

An Equal Opportunity Employer
(Women and minorities are encouraged to apply.)

DATE August 2, 1978

Approved For Release 2001/08/22 : CIA-RDP81-00142R000700060007-5
STATINTL W. O. NO. CI-5176

PUBLICATION

COPY FOR: CENTRAL INTELLIGENCE AGENCY ISSUE ai

Open your
eyes to the
CIA.

You may have a
future in foreign
intelligence.

CIA.
It may
surprise
you.

Are you good enough
to make it in the
CIA?

Intelligence.
It requires
all kinds of
intelligence.

Can you picture
yourself in the
CIA?

CIA
needs
your
brain.

A job - or
a career?

CIA.
Don't knock
it till you've
tried it.

Instead of a
job, have a
career in the
CIA.

CIA.
It's not
for everyone.

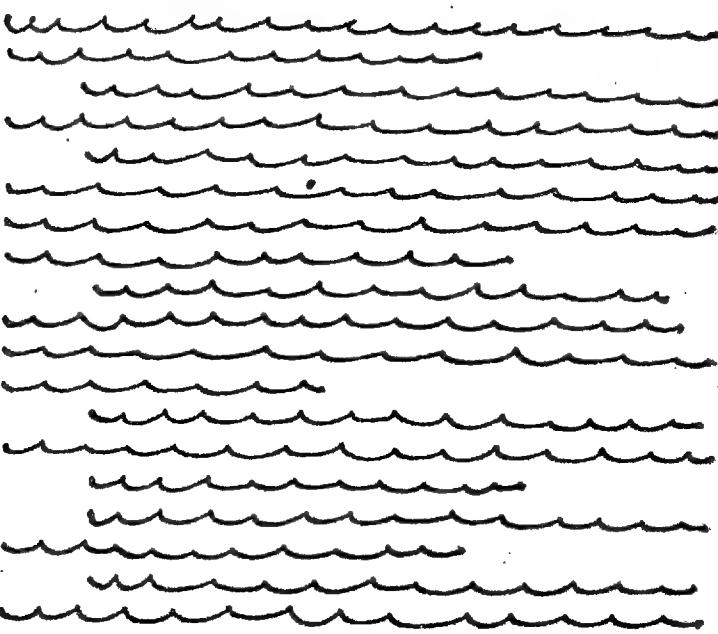
Have you an
aptitude for
foreign affairs?

Do you have the
intelligence to
be in Intelligence?

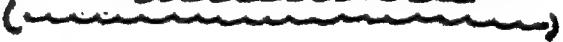
Attuned to
international
matters?

Me in the
CIA?

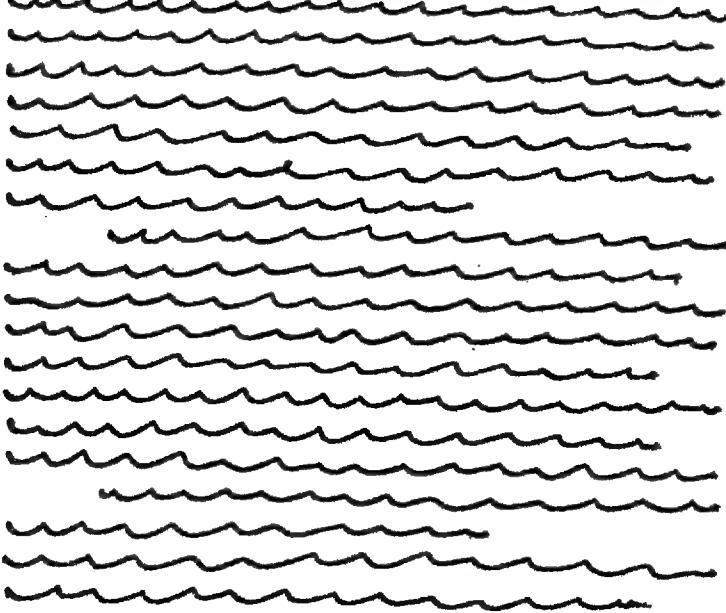
You make us your
first commitment and we'll
make you ours.



Central Intelligence Agency
Dept. A, Room 821, P.O. Box 1925, Washington, D.C.



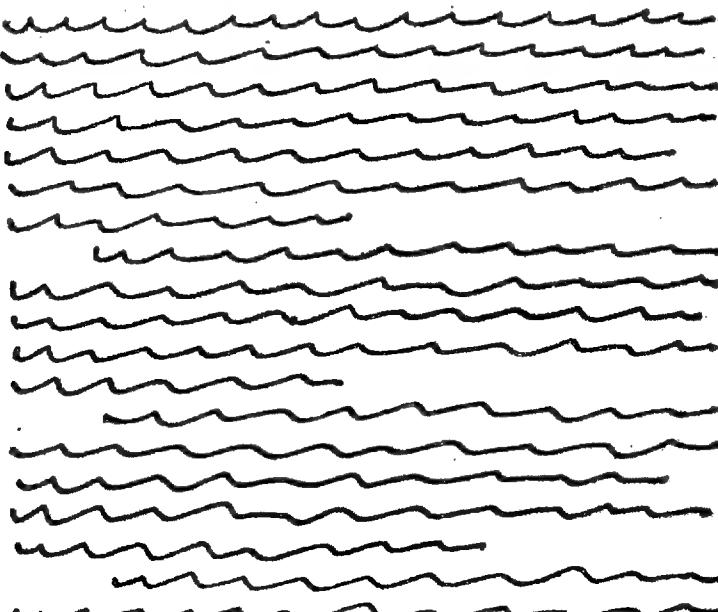
Intelligence takes
a lot more than intelligence
and it gives more too.



Central Intelligence Agency
Dept A Room 821 P.O. Box 1425 Washington D.C.



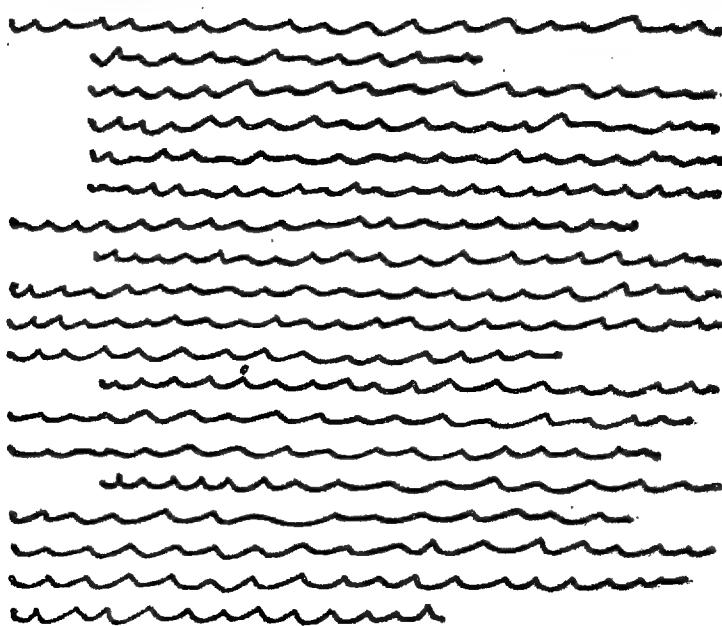
Open your
mind to the CIA.



Central Intelligence Agency
Dept A room 821 PO Box 1925 Washington DC.

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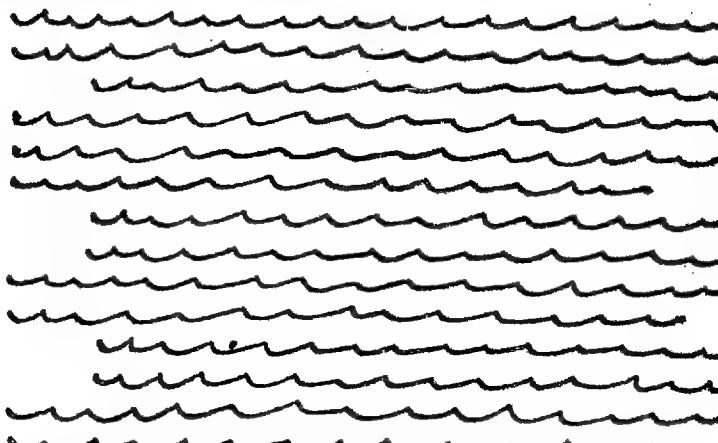
A career in the CIA. What's in it for you?



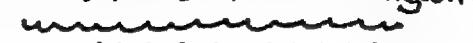
Central Intelligence Agency
Dept A room 821 P.O. Box 1928 Washington D.C.

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If the challenge isn't great,
neither are the rewards.



Central Intelligence Agency
Dept A room 821 P.O. Box 1925 Washington DC.

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Approved For Release 2

060007-5

STATINTL

A PROPOSAL FOR RECRUITMENT RESEARCH

December 1978

STATINTL

Approved For Release

060007-5



A PROPOSAL FOR RECRUITMENT RESEARCH

Introduction

An observational research study will be conducted by means of Focus Group Sessions in order to develop substantive data and other qualitative information about potential candidates for the Agency's officer training program.

Purpose

The general purpose of this research is to investigate the image of the agency as it is perceived by the target audience—persons between the ages of 23 and 32 who are suitable candidates; the specific purpose is to develop information that will facilitate the design, production and placement of advertisements and other recruitment instruments for the "Young Professional" recruitment campaign.

Method

Because the individuals being recruited are immersed in subjective ideas and feelings that are not easily quantified but which, nevertheless, need to be identified and understood we have chosen an observational, qualitative style study as the means best suited to gaining our research goals. The specific instrument for this proposed study is the Focus Group Session.

This kind of group interview is a powerful tool, in the hands of a skilled leader, for acquiring information that is otherwise difficult to obtain. Utilizing group dynamics the leader stimulates discussion centered about specific ideas or concepts related to the field being investigated. By getting the group to interact with each other as well as with the leader, social and emotional factors which influence their decision-making behavior are revealed that would otherwise not be forthcoming.

The main role of the leader is to keep the discussion focused while maintaining an atmosphere of freedom and informality so as to keep generating information at increasing levels of reliability and truth content.

Scope

Panels will be recruited and interviewed in two major cities—New York and Chicago—so as to allow a comparison of Eastern and Midwestern attitudes and beliefs.

Three panels consisting of ten members each will be recruited in each city. Panels will be constituted as follows:

1. all male
2. all female
3. mixed—5 males, 5 females.

All panel members will be handpicked, utilizing the basic criteria that the Agency uses to define potentially suitable candidates. They will be between the ages of 23 and 32; they will be college graduates, and will have had some appropriate experience.

In final composition the panels will not attempt to reflect actual ethnic, racial, and religious percentages of the selected city's population but rather will be certain to include members from representative groups in that population from which potential candidates might be recruitable. Some blacks will be included in some of the panels so that we may get some idea of minority attitudes.

An effort will be made to screen out persons who by the very nature of their past or present life style and their associations are unlikely prospects for the Agency.

It should be noted that these will not be ordinary panels constituted in the conventional way. No outside organization working only with rough guidelines will be utilized to recruit panels. Each panel member will be selected according to strict criteria; in other words, the panels will be made up of 60 viable candidates.

Procedures and Techniques

Each session will begin (after introductions and warm-up) with a wide ranging discussion on job satisfaction. A variety of questions will be posed to elicit the panelists' views on the nature and necessity of job satisfaction. To help identify the factors they find most desirable and least desirable in obtaining optimum job satisfaction we will ask functional (How do you get it?) and descriptive (What are you looking for?) questions. Next, the panelists will be confronted with four to six presentations purporting to be recruitment advertisements for an organization whose name they will not recognize. The copy, however, will be appropriate for an ad recruiting for the Agency. These ads will be discussed in depth to find out

which is the most appealing and why, and which is the least appealing and why. Key words and phrases will be identified. The theme, structure and total impact of each advertisement will be analyzed and evaluated in terms of its credibility and persuasiveness.

In the next phase of the discussion the positive and negative features of working for private versus government organizations will be explored. At an appropriate stage of this colloquy the test ads will be introduced again only this time the Agency will be identified in the headline or body of the advertisement.

By these means and through this carefully structured but informal appearing process presently held ideas, beliefs, attitudes, and feelings will be explored in depth. Negative and positive aspects of working for the Agency will be identified and ordered on a scale of most to least important. The present image of the Agency will be identified and the direction in which it is moving will be noted. These and other matters will be made available in a detailed report describing and interpreting all the accumulated data.

Cost

The total cost of the study will be \$28,700. This total includes direct and indirect expenses including: respondent incentives, conference facilities, air travel and other transportation, hotel accommodations, and all recruitment costs.

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The Central Intelligence Agency is seeking people-oriented individuals with drive, enthusiasm, and motivation for vital public service. Applicants must be imaginative, creative and resourceful, display good judgment and common sense, and be self-disciplined. Duties require living abroad and working in a foreign environment, at times under hardship conditions.

Minimum of bachelor's degree with good academic record is required. While no particular college major is required, applicants must have a well-developed interest in international affairs. The ability to communicate clearly and concisely, orally and in writing, is important. Fluency in a foreign language is desired. Applicants who have lived abroad and have two to five years of work experience are preferred. Starting salary commensurate with experience. All Federal employment benefits. U.S. citizenship mandatory.

If you are interested in a challenging and satisfying career in national security, send your resume to:

An Equal Opportunity Employer
(Women and minorities are encouraged to apply)